

P-1 XC 37.5-Hours Salary Plan Effective 07/02/2010

<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	1	Annual	\$23,183.00	\$23,753.00	\$24,315.00	\$24,879.00	\$25,441.00	\$26,011.00	\$26,574.00	\$27,301.00	\$28,034.00	\$28,787.00	\$29,558.00
		Bi-Wk	\$888.24	\$910.08	\$931.61	\$953.22	\$974.76	\$996.60	\$1,018.17	\$1,046.02	\$1,074.10	\$1,102.96	\$1,132.50
		Daily	\$88.83	\$91.01	\$93.17	\$95.33	\$97.48	\$99.66	\$101.82	\$104.61	\$107.41	\$110.30	\$113.25
		Hourly	\$11.85	\$12.14	\$12.43	\$12.71	\$13.00	\$13.29	\$13.58	\$13.95	\$14.33	\$14.71	\$15.10
XC	2	Annual	\$24,315.00	\$24,879.00	\$25,441.00	\$26,011.00	\$26,574.00	\$27,137.00	\$27,699.00	\$28,462.00	\$29,221.00	\$30,001.00	\$30,802.00
		Bi-Wk	\$931.61	\$953.22	\$974.76	\$996.60	\$1,018.17	\$1,039.74	\$1,061.27	\$1,090.50	\$1,119.58	\$1,149.47	\$1,180.16
		Daily	\$93.17	\$95.33	\$97.48	\$99.66	\$101.82	\$103.98	\$106.13	\$109.05	\$111.96	\$114.95	\$118.02
		Hourly	\$12.43	\$12.71	\$13.00	\$13.29	\$13.58	\$13.87	\$14.16	\$14.54	\$14.93	\$15.33	\$15.74
XC	3	Annual	\$24,879.00	\$25,441.00	\$26,011.00	\$26,574.00	\$27,137.00	\$27,699.00	\$28,263.00	\$29,043.00	\$29,818.00	\$30,611.00	\$31,427.00
		Bi-Wk	\$953.22	\$974.76	\$996.60	\$1,018.17	\$1,039.74	\$1,061.27	\$1,082.88	\$1,112.76	\$1,142.46	\$1,172.84	\$1,204.10
		Daily	\$95.33	\$97.48	\$99.66	\$101.82	\$103.98	\$106.13	\$108.29	\$111.28	\$114.25	\$117.29	\$120.41
		Hourly	\$12.71	\$13.00	\$13.29	\$13.58	\$13.87	\$14.16	\$14.44	\$14.84	\$15.24	\$15.64	\$16.06
XC	4	Annual	\$25,684.00	\$26,371.00	\$27,051.00	\$27,742.00	\$28,433.00	\$29,113.00	\$29,795.00	\$30,619.00	\$31,436.00	\$32,279.00	\$33,142.00
		Bi-Wk	\$984.07	\$1,010.39	\$1,036.44	\$1,062.92	\$1,089.39	\$1,115.45	\$1,141.58	\$1,173.15	\$1,204.45	\$1,236.75	\$1,269.81
		Daily	\$98.41	\$101.04	\$103.65	\$106.30	\$108.94	\$111.55	\$114.16	\$117.32	\$120.45	\$123.68	\$126.99
		Hourly	\$13.13	\$13.48	\$13.82	\$14.18	\$14.53	\$14.88	\$15.23	\$15.65	\$16.06	\$16.49	\$16.94
XC	5	Annual	\$26,327.00	\$27,051.00	\$27,781.00	\$28,502.00	\$29,225.00	\$29,951.00	\$30,680.00	\$31,521.00	\$32,367.00	\$33,232.00	\$34,122.00
		Bi-Wk	\$1,008.70	\$1,036.44	\$1,064.41	\$1,092.04	\$1,119.74	\$1,147.55	\$1,175.48	\$1,207.71	\$1,240.12	\$1,273.26	\$1,307.36
		Daily	\$100.87	\$103.65	\$106.45	\$109.21	\$111.98	\$114.76	\$117.55	\$120.78	\$124.02	\$127.33	\$130.74
		Hourly	\$13.45	\$13.82	\$14.20	\$14.57	\$14.93	\$15.31	\$15.68	\$16.11	\$16.54	\$16.98	\$17.44
XC	6	Annual	\$27,220.00	\$27,948.00	\$28,669.00	\$29,280.00	\$30,117.00	\$30,842.00	\$31,562.00	\$32,433.00	\$33,299.00	\$34,187.00	\$35,101.00
		Bi-Wk	\$1,042.92	\$1,070.81	\$1,098.43	\$1,121.84	\$1,153.91	\$1,181.69	\$1,209.28	\$1,242.65	\$1,275.83	\$1,309.85	\$1,344.87
		Daily	\$104.30	\$107.09	\$109.85	\$112.19	\$115.40	\$118.17	\$120.93	\$124.27	\$127.59	\$130.99	\$134.49
		Hourly	\$13.91	\$14.28	\$14.65	\$14.96	\$15.39	\$15.76	\$16.13	\$16.57	\$17.02	\$17.47	\$17.94
XC	7	Annual	\$28,024.00	\$28,746.00	\$29,470.00	\$30,193.00	\$30,923.00	\$31,646.00	\$32,370.00	\$33,260.00	\$34,146.00	\$35,061.00	\$36,000.00
		Bi-Wk	\$1,073.72	\$1,101.38	\$1,129.12	\$1,156.82	\$1,184.79	\$1,212.50	\$1,240.23	\$1,274.33	\$1,308.28	\$1,343.34	\$1,379.32
		Daily	\$107.38	\$110.14	\$112.92	\$115.69	\$118.48	\$121.25	\$124.03	\$127.44	\$130.83	\$134.34	\$137.94
		Hourly	\$14.32	\$14.69	\$15.06	\$15.43	\$15.80	\$16.17	\$16.54	\$17.00	\$17.45	\$17.92	\$18.40
XC	8	Annual	\$30,117.00	\$31,002.00	\$31,897.00	\$32,778.00	\$33,667.00	\$34,555.00	\$35,446.00	\$36,417.00	\$37,390.00	\$38,392.00	\$39,420.00
		Bi-Wk	\$1,153.91	\$1,187.82	\$1,222.11	\$1,255.87	\$1,289.93	\$1,323.95	\$1,358.09	\$1,395.29	\$1,432.57	\$1,470.96	\$1,510.35
		Daily	\$115.40	\$118.79	\$122.22	\$125.59	\$129.00	\$132.40	\$135.81	\$139.53	\$143.26	\$147.10	\$151.04
		Hourly	\$15.39	\$15.84	\$16.30	\$16.75	\$17.20	\$17.66	\$18.11	\$18.61	\$19.11	\$19.62	\$20.14

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XC	9	Annual	\$31,043.00	\$31,923.00	\$32,894.00	\$33,818.00	\$34,746.00	\$35,667.00	\$36,603.00	\$37,610.00	\$38,614.00	\$39,646.00	\$40,707.00
		Bi-Wk	\$1,189.39	\$1,223.11	\$1,260.31	\$1,295.71	\$1,331.27	\$1,366.56	\$1,402.42	\$1,441.00	\$1,479.47	\$1,519.01	\$1,559.66
		Daily	\$118.94	\$122.32	\$126.04	\$129.58	\$133.13	\$136.66	\$140.25	\$144.10	\$147.95	\$151.91	\$155.97
		Hourly	\$15.86	\$16.31	\$16.81	\$17.28	\$17.76	\$18.23	\$18.70	\$19.22	\$19.73	\$20.26	\$20.80
XC	10	Annual	\$32,040.00	\$33,015.00	\$33,975.00	\$34,947.00	\$35,914.00	\$36,900.00	\$37,919.00	\$38,960.00	\$40,005.00	\$41,078.00	\$42,183.00
		Bi-Wk	\$1,227.59	\$1,264.95	\$1,301.73	\$1,338.97	\$1,376.02	\$1,413.80	\$1,452.84	\$1,492.73	\$1,532.76	\$1,573.87	\$1,616.21
		Daily	\$122.76	\$126.50	\$130.18	\$133.90	\$137.61	\$141.38	\$145.29	\$149.28	\$153.28	\$157.39	\$161.63
		Hourly	\$16.37	\$16.87	\$17.36	\$17.86	\$18.35	\$18.86	\$19.38	\$19.91	\$20.44	\$20.99	\$21.55
XC	11	Annual	\$33,061.00	\$34,063.00	\$35,077.00	\$36,082.00	\$37,122.00	\$38,181.00	\$39,242.00	\$40,321.00	\$41,397.00	\$42,507.00	\$43,647.00
		Bi-Wk	\$1,266.71	\$1,305.10	\$1,343.95	\$1,382.46	\$1,422.30	\$1,462.88	\$1,503.53	\$1,544.87	\$1,586.10	\$1,628.63	\$1,672.30
		Daily	\$126.68	\$130.51	\$134.40	\$138.25	\$142.23	\$146.29	\$150.36	\$154.49	\$158.61	\$162.87	\$167.23
		Hourly	\$16.89	\$17.41	\$17.92	\$18.44	\$18.97	\$19.51	\$20.05	\$20.60	\$21.15	\$21.72	\$22.30
XC	12	Annual	\$34,131.00	\$35,187.00	\$36,227.00	\$37,316.00	\$38,413.00	\$39,520.00	\$40,616.00	\$41,733.00	\$42,849.00	\$43,995.00	\$45,175.00
		Bi-Wk	\$1,307.71	\$1,348.17	\$1,388.01	\$1,429.74	\$1,471.77	\$1,514.18	\$1,556.17	\$1,598.97	\$1,641.73	\$1,685.64	\$1,730.85
		Daily	\$130.78	\$134.82	\$138.81	\$142.98	\$147.18	\$151.42	\$155.62	\$159.90	\$164.18	\$168.57	\$173.09
		Hourly	\$17.44	\$17.98	\$18.51	\$19.07	\$19.63	\$20.19	\$20.75	\$21.32	\$21.89	\$22.48	\$23.08
XC	13	Annual	\$36,057.00	\$37,384.00	\$38,732.00	\$40,070.00	\$41,415.00	\$42,751.00	\$44,101.00	\$45,311.00	\$46,524.00	\$47,773.00	\$49,054.00
		Bi-Wk	\$1,381.50	\$1,432.34	\$1,483.99	\$1,535.25	\$1,586.79	\$1,637.97	\$1,689.70	\$1,736.06	\$1,782.53	\$1,830.39	\$1,879.47
		Daily	\$138.15	\$143.24	\$148.40	\$153.53	\$158.68	\$163.80	\$168.97	\$173.61	\$178.26	\$183.04	\$187.95
		Hourly	\$18.42	\$19.10	\$19.79	\$20.47	\$21.16	\$21.84	\$22.53	\$23.15	\$23.77	\$24.41	\$25.06
XC	14	Annual	\$37,740.00	\$39,133.00	\$40,520.00	\$41,904.00	\$43,288.00	\$44,674.00	\$46,055.00	\$47,320.00	\$48,589.00	\$49,890.00	\$51,229.00
		Bi-Wk	\$1,445.98	\$1,499.35	\$1,552.50	\$1,605.52	\$1,658.55	\$1,711.65	\$1,764.56	\$1,813.03	\$1,861.65	\$1,911.50	\$1,962.80
		Daily	\$144.60	\$149.94	\$155.25	\$160.56	\$165.86	\$171.17	\$176.46	\$181.31	\$186.17	\$191.15	\$196.28
		Hourly	\$19.28	\$20.00	\$20.70	\$21.41	\$22.12	\$22.83	\$23.53	\$24.18	\$24.83	\$25.49	\$26.18
XC	15	Annual	\$39,556.00	\$40,983.00	\$42,409.00	\$43,833.00	\$45,261.00	\$46,694.00	\$48,119.00	\$49,443.00	\$50,767.00	\$52,127.00	\$53,521.00
		Bi-Wk	\$1,515.56	\$1,570.23	\$1,624.87	\$1,679.43	\$1,734.14	\$1,789.05	\$1,843.64	\$1,894.37	\$1,945.10	\$1,997.21	\$2,050.62
		Daily	\$151.56	\$157.03	\$162.49	\$167.95	\$173.42	\$178.91	\$184.37	\$189.44	\$194.51	\$199.73	\$205.07
		Hourly	\$20.21	\$20.94	\$21.67	\$22.40	\$23.13	\$23.86	\$24.59	\$25.26	\$25.94	\$26.63	\$27.35
XC	16	Annual	\$41,479.00	\$42,950.00	\$44,424.00	\$45,892.00	\$47,361.00	\$48,834.00	\$50,296.00	\$51,675.00	\$53,060.00	\$54,481.00	\$55,943.00
		Bi-Wk	\$1,589.24	\$1,645.60	\$1,702.07	\$1,758.32	\$1,814.60	\$1,871.04	\$1,927.05	\$1,979.89	\$2,032.96	\$2,087.40	\$2,143.41
		Daily	\$158.93	\$164.56	\$170.21	\$175.84	\$181.46	\$187.11	\$192.71	\$197.99	\$203.30	\$208.74	\$214.35
		Hourly	\$21.19	\$21.95	\$22.70	\$23.45	\$24.20	\$24.95	\$25.70	\$26.40	\$27.11	\$27.84	\$28.58

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XC	17	Annual	\$43,534.00	\$45,048.00	\$46,562.00	\$48,071.00	\$49,582.00	\$51,086.00	\$52,607.00	\$54,054.00	\$55,500.00	\$56,985.00	\$58,511.00
		Bi-Wk	\$1,667.97	\$1,725.98	\$1,783.99	\$1,841.81	\$1,899.70	\$1,957.32	\$2,015.60	\$2,071.04	\$2,126.44	\$2,183.34	\$2,241.81
		Daily	\$166.80	\$172.60	\$178.40	\$184.19	\$189.97	\$195.74	\$201.56	\$207.11	\$212.65	\$218.34	\$224.19
		Hourly	\$22.24	\$23.02	\$23.79	\$24.56	\$25.33	\$26.10	\$26.88	\$27.62	\$28.36	\$29.12	\$29.90
XC	18	Annual	\$45,730.00	\$47,282.00	\$48,834.00	\$50,384.00	\$51,926.00	\$53,478.00	\$55,025.00	\$56,538.00	\$58,053.00	\$59,612.00	\$61,215.00
		Bi-Wk	\$1,752.11	\$1,811.58	\$1,871.04	\$1,930.43	\$1,989.51	\$2,048.97	\$2,108.24	\$2,166.21	\$2,224.26	\$2,283.99	\$2,345.41
		Daily	\$175.22	\$181.16	\$187.11	\$193.05	\$198.96	\$204.90	\$210.83	\$216.63	\$222.43	\$228.40	\$234.55
		Hourly	\$23.37	\$24.16	\$24.95	\$25.74	\$26.53	\$27.32	\$28.11	\$28.89	\$29.66	\$30.46	\$31.28
XC	19	Annual	\$47,982.00	\$49,582.00	\$51,176.00	\$52,777.00	\$54,361.00	\$55,955.00	\$57,549.00	\$59,136.00	\$60,715.00	\$62,343.00	\$64,014.00
		Bi-Wk	\$1,838.40	\$1,899.70	\$1,960.77	\$2,022.11	\$2,082.80	\$2,143.87	\$2,204.95	\$2,265.75	\$2,326.25	\$2,388.63	\$2,452.65
		Daily	\$183.84	\$189.97	\$196.08	\$202.22	\$208.28	\$214.39	\$220.50	\$226.58	\$232.63	\$238.87	\$245.27
		Hourly	\$24.52	\$25.33	\$26.15	\$26.97	\$27.78	\$28.59	\$29.40	\$30.21	\$31.02	\$31.85	\$32.71
XC	20	Annual	\$50,429.00	\$52,063.00	\$53,696.00	\$55,325.00	\$56,954.00	\$58,588.00	\$60,222.00	\$61,878.00	\$63,533.00	\$65,235.00	\$66,981.00
		Bi-Wk	\$1,932.15	\$1,994.76	\$2,057.32	\$2,119.74	\$2,182.15	\$2,244.76	\$2,307.36	\$2,370.81	\$2,434.22	\$2,499.43	\$2,566.33
		Daily	\$193.22	\$199.48	\$205.74	\$211.98	\$218.22	\$224.48	\$230.74	\$237.09	\$243.43	\$249.95	\$256.64
		Hourly	\$25.77	\$26.60	\$27.44	\$28.27	\$29.10	\$29.94	\$30.77	\$31.62	\$32.46	\$33.33	\$34.22
XC	21	Annual	\$52,916.00	\$54,593.00	\$56,271.00	\$57,951.00	\$59,630.00	\$61,305.00	\$62,986.00	\$64,716.00	\$66,448.00	\$68,227.00	\$70,054.00
		Bi-Wk	\$2,027.44	\$2,091.69	\$2,155.98	\$2,220.35	\$2,284.68	\$2,348.86	\$2,413.26	\$2,479.55	\$2,545.91	\$2,614.07	\$2,684.07
		Daily	\$202.75	\$209.17	\$215.60	\$222.04	\$228.47	\$234.89	\$241.33	\$247.96	\$254.60	\$261.41	\$268.41
		Hourly	\$27.04	\$27.89	\$28.75	\$29.61	\$30.47	\$31.32	\$32.18	\$33.07	\$33.95	\$34.86	\$35.79
XC	22	Annual	\$54,361.00	\$56,356.00	\$58,351.00	\$60,337.00	\$62,330.00	\$64,322.00	\$66,312.00	\$68,136.00	\$69,960.00	\$71,835.00	\$73,759.00
		Bi-Wk	\$2,082.80	\$2,159.24	\$2,235.68	\$2,311.77	\$2,388.13	\$2,464.45	\$2,540.69	\$2,610.58	\$2,680.46	\$2,752.30	\$2,826.02
		Daily	\$208.28	\$215.93	\$223.57	\$231.18	\$238.82	\$246.45	\$254.07	\$261.06	\$268.05	\$275.23	\$282.61
		Hourly	\$27.78	\$28.79	\$29.81	\$30.83	\$31.85	\$32.86	\$33.88	\$34.81	\$35.74	\$36.70	\$37.69
XC	23	Annual	\$56,939.00	\$59,016.00	\$61,082.00	\$63,161.00	\$65,235.00	\$67,312.00	\$69,390.00	\$71,292.00	\$73,201.00	\$75,164.00	\$77,179.00
		Bi-Wk	\$2,181.58	\$2,261.15	\$2,340.31	\$2,419.97	\$2,499.43	\$2,579.01	\$2,658.63	\$2,731.50	\$2,804.64	\$2,879.85	\$2,957.05
		Daily	\$218.16	\$226.12	\$234.04	\$242.00	\$249.95	\$257.91	\$265.87	\$273.15	\$280.47	\$287.99	\$295.71
		Hourly	\$29.09	\$30.15	\$31.21	\$32.27	\$33.33	\$34.39	\$35.45	\$36.42	\$37.40	\$38.40	\$39.43
XC	24	Annual	\$59,675.00	\$61,839.00	\$63,998.00	\$66,163.00	\$68,331.00	\$70,489.00	\$72,650.00	\$74,644.00	\$76,644.00	\$78,697.00	\$80,803.00
		Bi-Wk	\$2,286.40	\$2,369.32	\$2,452.04	\$2,534.99	\$2,618.05	\$2,700.73	\$2,783.53	\$2,859.93	\$2,936.56	\$3,015.22	\$3,095.91
		Daily	\$228.64	\$236.94	\$245.21	\$253.50	\$261.81	\$270.08	\$278.36	\$286.00	\$293.66	\$301.53	\$309.60
		Hourly	\$30.49	\$31.60	\$32.70	\$33.80	\$34.91	\$36.01	\$37.12	\$38.14	\$39.16	\$40.21	\$41.28

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XC	25	Annual	\$62,586.00	\$64,839.00	\$67,070.00	\$69,317.00	\$71,558.00	\$73,805.00	\$76,041.00	\$78,134.00	\$80,224.00	\$82,372.00	\$84,576.00
		Bi-Wk	\$2,397.94	\$2,484.26	\$2,569.74	\$2,655.83	\$2,741.69	\$2,827.78	\$2,913.45	\$2,993.64	\$3,073.72	\$3,156.02	\$3,240.46
		Daily	\$239.80	\$248.43	\$256.98	\$265.59	\$274.17	\$282.78	\$291.35	\$299.37	\$307.38	\$315.61	\$324.05
		Hourly	\$31.98	\$33.13	\$34.27	\$35.42	\$36.56	\$37.71	\$38.85	\$39.92	\$40.99	\$42.09	\$43.21
XC	26	Annual	\$65,673.00	\$67,996.00	\$70,331.00	\$72,650.00	\$74,977.00	\$77,304.00	\$79,625.00	\$81,813.00	\$84,003.00	\$86,256.00	\$88,568.00
		Bi-Wk	\$2,516.21	\$2,605.22	\$2,694.68	\$2,783.53	\$2,872.69	\$2,961.84	\$3,050.77	\$3,134.60	\$3,218.51	\$3,304.83	\$3,393.41
		Daily	\$251.63	\$260.53	\$269.47	\$278.36	\$287.27	\$296.19	\$305.08	\$313.46	\$321.86	\$330.49	\$339.35
		Hourly	\$33.55	\$34.74	\$35.93	\$37.12	\$38.31	\$39.50	\$40.68	\$41.80	\$42.92	\$44.07	\$45.25
XC	27	Annual	\$68,933.00	\$71,340.00	\$73,748.00	\$76,148.00	\$78,559.00	\$80,960.00	\$83,374.00	\$85,664.00	\$87,956.00	\$90,315.00	\$92,737.00
		Bi-Wk	\$2,641.12	\$2,733.34	\$2,825.60	\$2,917.55	\$3,009.93	\$3,101.92	\$3,194.41	\$3,282.15	\$3,369.97	\$3,460.35	\$3,553.15
		Daily	\$264.12	\$273.34	\$282.56	\$291.76	\$301.00	\$310.20	\$319.45	\$328.22	\$337.00	\$346.04	\$355.32
		Hourly	\$35.22	\$36.45	\$37.68	\$38.91	\$40.14	\$41.36	\$42.60	\$43.77	\$44.94	\$46.14	\$47.38
XC	28	Annual	\$72,414.00	\$74,901.00	\$77,397.00	\$79,889.00	\$82,376.00	\$84,858.00	\$87,344.00	\$89,746.00	\$92,150.00	\$94,622.00	\$97,159.00
		Bi-Wk	\$2,774.49	\$2,869.78	\$2,965.41	\$3,060.89	\$3,156.17	\$3,251.27	\$3,346.52	\$3,438.55	\$3,530.66	\$3,625.37	\$3,722.57
		Daily	\$277.45	\$286.98	\$296.55	\$306.09	\$315.62	\$325.13	\$334.66	\$343.86	\$353.07	\$362.54	\$372.26
		Hourly	\$37.00	\$38.27	\$39.54	\$40.82	\$42.09	\$43.36	\$44.63	\$45.85	\$47.08	\$48.34	\$49.64
XC	29	Annual	\$73,109.00	\$75,852.00	\$78,597.00	\$81,342.00	\$84,085.00	\$86,825.00	\$89,570.00	\$92,030.00	\$94,497.00	\$97,026.00	\$99,624.00
		Bi-Wk	\$2,801.12	\$2,906.21	\$3,011.38	\$3,116.56	\$3,221.65	\$3,326.63	\$3,431.81	\$3,526.06	\$3,620.58	\$3,717.48	\$3,817.02
		Daily	\$280.12	\$290.63	\$301.14	\$311.66	\$322.17	\$332.67	\$343.19	\$352.61	\$362.06	\$371.75	\$381.71
		Hourly	\$37.35	\$38.75	\$40.16	\$41.56	\$42.96	\$44.36	\$45.76	\$47.02	\$48.28	\$49.57	\$50.90
XC	30	Annual	\$76,041.00	\$78,866.00	\$81,694.00	\$84,513.00	\$87,334.00	\$90,156.00	\$92,984.00	\$95,541.00	\$98,095.00	\$100,718.00	\$103,411.00
		Bi-Wk	\$2,913.45	\$3,021.69	\$3,130.04	\$3,238.05	\$3,346.14	\$3,454.26	\$3,562.61	\$3,660.58	\$3,758.43	\$3,858.93	\$3,962.11
		Daily	\$291.35	\$302.17	\$313.01	\$323.81	\$334.62	\$345.43	\$356.27	\$366.06	\$375.85	\$385.90	\$396.22
		Hourly	\$38.85	\$40.29	\$41.74	\$43.18	\$44.62	\$46.06	\$47.51	\$48.81	\$50.12	\$51.46	\$52.83
XC	31	Annual	\$79,095.00	\$81,998.00	\$84,904.00	\$87,813.00	\$90,725.00	\$93,629.00	\$96,534.00	\$99,192.00	\$101,841.00	\$104,565.00	\$107,361.00
		Bi-Wk	\$3,030.46	\$3,141.69	\$3,253.03	\$3,364.49	\$3,476.06	\$3,587.32	\$3,698.63	\$3,800.46	\$3,901.96	\$4,006.33	\$4,113.45
		Daily	\$303.05	\$314.17	\$325.31	\$336.45	\$347.61	\$358.74	\$369.87	\$380.05	\$390.20	\$400.64	\$411.35
		Hourly	\$40.41	\$41.89	\$43.38	\$44.86	\$46.35	\$47.84	\$49.32	\$50.68	\$52.03	\$53.42	\$54.85
XC	32	Annual	\$82,264.00	\$85,252.00	\$88,236.00	\$91,219.00	\$94,212.00	\$97,195.00	\$100,191.00	\$102,947.00	\$105,701.00	\$108,529.00	\$111,433.00
		Bi-Wk	\$3,151.88	\$3,266.37	\$3,380.69	\$3,494.99	\$3,609.66	\$3,723.95	\$3,838.74	\$3,944.33	\$4,049.85	\$4,158.20	\$4,269.47
		Daily	\$315.19	\$326.64	\$338.07	\$349.50	\$360.97	\$372.40	\$383.88	\$394.44	\$404.99	\$415.82	\$426.95
		Hourly	\$42.03	\$43.56	\$45.08	\$46.60	\$48.13	\$49.66	\$51.19	\$52.60	\$54.00	\$55.45	\$56.93

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	33	Annual	\$85,578.00	\$88,649.00	\$91,716.00	\$94,785.00	\$97,855.00	\$100,926.00	\$104,002.00	\$106,862.00	\$109,724.00	\$112,660.00	\$115,676.00
		Bi-Wk	\$3,278.86	\$3,396.52	\$3,514.03	\$3,631.61	\$3,749.24	\$3,866.90	\$3,984.76	\$4,094.33	\$4,203.99	\$4,316.48	\$4,432.04
		Daily	\$327.89	\$339.66	\$351.41	\$363.17	\$374.93	\$386.69	\$398.48	\$409.44	\$420.40	\$431.65	\$443.21
		Hourly	\$43.72	\$45.29	\$46.86	\$48.43	\$49.99	\$51.56	\$53.14	\$54.60	\$56.06	\$57.56	\$59.10
XC	34	Annual	\$89,103.00	\$92,253.00	\$95,410.00	\$98,564.00	\$101,712.00	\$104,870.00	\$108,021.00	\$110,990.00	\$113,963.00	\$117,020.00	\$120,156.00
		Bi-Wk	\$3,413.91	\$3,534.60	\$3,655.56	\$3,776.40	\$3,897.02	\$4,018.01	\$4,138.74	\$4,252.50	\$4,366.40	\$4,483.53	\$4,603.68
		Daily	\$341.40	\$353.46	\$365.56	\$377.64	\$389.71	\$401.81	\$413.88	\$425.25	\$436.64	\$448.36	\$460.37
		Hourly	\$45.52	\$47.13	\$48.75	\$50.36	\$51.97	\$53.58	\$55.19	\$56.70	\$58.22	\$59.79	\$61.39
XC	35	Annual	\$92,763.00	\$95,993.00	\$98,796.00	\$102,465.00	\$105,696.00	\$108,927.00	\$111,731.00	\$114,802.00	\$117,874.00	\$121,031.00	\$124,275.00
		Bi-Wk	\$3,554.14	\$3,677.90	\$3,785.29	\$3,925.87	\$4,049.66	\$4,173.45	\$4,280.89	\$4,398.55	\$4,516.25	\$4,637.21	\$4,761.50
		Daily	\$355.42	\$367.79	\$378.53	\$392.59	\$404.97	\$417.35	\$428.09	\$439.86	\$451.63	\$463.73	\$476.15
		Hourly	\$47.39	\$49.04	\$50.48	\$52.35	\$54.00	\$55.65	\$57.08	\$58.65	\$60.22	\$61.83	\$63.49
XC	36	Annual	\$96,620.00	\$99,934.00	\$103,254.00	\$106,571.00	\$109,892.00	\$113,205.00	\$116,520.00	\$119,726.00	\$122,931.00	\$126,220.00	\$129,599.00
		Bi-Wk	\$3,701.92	\$3,828.89	\$3,956.10	\$4,083.19	\$4,210.43	\$4,337.36	\$4,464.37	\$4,587.21	\$4,710.00	\$4,836.02	\$4,965.48
		Daily	\$370.20	\$382.89	\$395.61	\$408.32	\$421.05	\$433.74	\$446.44	\$458.73	\$471.00	\$483.61	\$496.55
		Hourly	\$49.36	\$51.06	\$52.75	\$54.45	\$56.14	\$57.84	\$59.53	\$61.17	\$62.80	\$64.49	\$66.21
XC	37	Annual	\$100,628.00	\$104,033.00	\$107,440.00	\$110,852.00	\$114,262.00	\$117,670.00	\$121,078.00	\$124,405.00	\$127,733.00	\$131,149.00	\$134,659.00
		Bi-Wk	\$3,855.48	\$3,985.94	\$4,116.48	\$4,247.21	\$4,377.86	\$4,508.43	\$4,639.01	\$4,766.48	\$4,893.99	\$5,024.87	\$5,159.35
		Daily	\$385.55	\$398.60	\$411.65	\$424.73	\$437.79	\$450.85	\$463.91	\$476.65	\$489.40	\$502.49	\$515.94
		Hourly	\$51.41	\$53.15	\$54.89	\$56.63	\$58.38	\$60.12	\$61.86	\$63.56	\$65.26	\$67.00	\$68.80
XC	38	Annual	\$104,784.00	\$108,267.00	\$111,763.00	\$115,248.00	\$118,734.00	\$122,223.00	\$125,713.00	\$129,166.00	\$132,622.00	\$136,172.00	\$139,817.00
		Bi-Wk	\$4,014.72	\$4,148.17	\$4,282.11	\$4,415.64	\$4,549.20	\$4,682.88	\$4,816.60	\$4,948.89	\$5,081.31	\$5,217.32	\$5,356.98
		Daily	\$401.48	\$414.82	\$428.22	\$441.57	\$454.92	\$468.29	\$481.66	\$494.89	\$508.14	\$521.74	\$535.70
		Hourly	\$53.53	\$55.31	\$57.10	\$58.88	\$60.66	\$62.44	\$64.23	\$65.99	\$67.76	\$69.57	\$71.43
XC	39	Annual	\$109,138.00	\$112,708.00	\$116,281.00	\$119,860.00	\$123,429.00	\$127,102.00	\$130,573.00	\$134,161.00	\$137,753.00	\$141,442.00	\$145,231.00
		Bi-Wk	\$4,181.54	\$4,318.32	\$4,455.22	\$4,592.34	\$4,729.09	\$4,869.81	\$5,002.80	\$5,140.27	\$5,277.90	\$5,419.24	\$5,564.41
		Daily	\$418.16	\$431.84	\$445.53	\$459.24	\$472.91	\$486.99	\$500.28	\$514.03	\$527.79	\$541.93	\$556.45
		Hourly	\$55.76	\$57.58	\$59.41	\$61.24	\$63.06	\$64.94	\$66.71	\$68.54	\$70.38	\$72.26	\$74.20
XC	40	Annual	\$113,689.00	\$117,334.00	\$120,988.00	\$124,632.00	\$128,278.00	\$131,928.00	\$135,576.00	\$139,302.00	\$143,034.00	\$146,868.00	\$150,803.00
		Bi-Wk	\$4,355.91	\$4,495.56	\$4,635.56	\$4,775.18	\$4,914.87	\$5,054.72	\$5,194.49	\$5,337.25	\$5,480.23	\$5,627.13	\$5,777.90
		Daily	\$435.60	\$449.56	\$463.56	\$477.52	\$491.49	\$505.48	\$519.45	\$533.73	\$548.03	\$562.72	\$577.79
		Hourly	\$58.08	\$59.95	\$61.81	\$63.67	\$65.54	\$67.40	\$69.26	\$71.17	\$73.07	\$75.03	\$77.04

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<u>Plan</u>	<u>Group</u>	<u>Period</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>	<u>Step 11</u>
XC	41	Annual	\$118,443.00	\$122,177.00	\$125,914.00	\$129,653.00	\$133,388.00	\$137,121.00	\$140,855.00	\$144,730.00	\$148,604.00	\$152,580.00	\$156,664.00
		Bi-Wk	\$4,538.05	\$4,681.12	\$4,824.30	\$4,967.55	\$5,110.66	\$5,253.68	\$5,396.75	\$5,545.22	\$5,693.64	\$5,845.98	\$6,002.46
		Daily	\$453.81	\$468.12	\$482.43	\$496.76	\$511.07	\$525.37	\$539.68	\$554.53	\$569.37	\$584.60	\$600.25
		Hourly	\$60.51	\$62.42	\$64.33	\$66.24	\$68.15	\$70.05	\$71.96	\$73.94	\$75.92	\$77.95	\$80.04
XC	42	Annual	\$123,379.00	\$127,203.00	\$131,026.00	\$134,830.00	\$138,657.00	\$142,479.00	\$146,297.00	\$150,322.00	\$154,344.00	\$158,473.00	\$162,712.00
		Bi-Wk	\$4,727.17	\$4,873.68	\$5,020.16	\$5,165.91	\$5,312.53	\$5,458.97	\$5,605.25	\$5,759.47	\$5,913.57	\$6,071.77	\$6,234.18
		Daily	\$472.72	\$487.37	\$502.02	\$516.60	\$531.26	\$545.90	\$560.53	\$575.95	\$591.36	\$607.18	\$623.42
		Hourly	\$63.03	\$64.99	\$66.94	\$68.88	\$70.84	\$72.79	\$74.74	\$76.80	\$78.85	\$80.96	\$83.13
XC	43	Annual	\$128,616.00	\$132,514.00	\$136,411.00	\$140,302.00	\$144,201.00	\$148,092.00	\$151,982.00	\$156,166.00	\$160,343.00	\$164,634.00	\$169,039.00
		Bi-Wk	\$4,927.82	\$5,077.17	\$5,226.48	\$5,375.56	\$5,524.95	\$5,674.03	\$5,823.07	\$5,983.38	\$6,143.41	\$6,307.82	\$6,476.60
		Daily	\$492.79	\$507.72	\$522.65	\$537.56	\$552.50	\$567.41	\$582.31	\$598.34	\$614.35	\$630.79	\$647.66
		Hourly	\$65.71	\$67.70	\$69.69	\$71.68	\$73.67	\$75.66	\$77.65	\$79.78	\$81.92	\$84.11	\$86.36